

Comparisons of Job Characteristics

Focus Occupation: [Farm Labor Contractors \(45-1012\)](#)

Associated Occupation: [Compensation and Benefits Managers \(11-3041\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 48

Focus Occupation: Farm Labor Contractors (45-1012)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Personnel and Human Resources	5.6	20.8	12.0	<<	Extensive education and/or training may be required
Administration and Management	8.4	15.2	7.4	<<	Extensive education and/or training may be required
Mathematics	9.2	14.8	10.7	<<	Extensive education and/or training may be required
Law and Government	5.9	10.2	7.9	<	Expanded education and/or training may be required
Economics and Accounting	4.4	9.4	7.8	<	Expanded education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 73

Focus Occupation: Farm Labor Contractors (45-1012)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Time Management	8.9	11.5	9.4	<	A higher skill level may be required
Management of Personnel Resources	6.9	10.6	9.8	0	Current skill level may be sufficient
Systems Analysis	6.5	10.5	4.7	<<	Extensive development of skills in this area may be required
Systems Evaluation	6.4	10.3	3.7	<<	Extensive development of skills in this area may be required
Management of Financial Resources	3.3	10.1	4.0	<<	Extensive development of skills in this area may be required

Operations Analysis	5.0	8.6	1.6	<<	Extensive development of skills in this area may be required
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The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities	Similarity of Focus Occupation to Associated Occupation: 71
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Focus Occupation: Farm Labor Contractors (45-1012)
Associated Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	14.2	10.7	<<	Extensive improvement in abilities may be required
Written Comprehension	11.0	13.9	8.1	<<	Extensive improvement in abilities may be required
Oral Expression	12.4	13.6	10.6	<<	Extensive improvement in abilities may be required
Written Expression	9.8	13.6	8.1	<<	Extensive improvement in abilities may be required
Speech Clarity	10.2	11.2	9.7	<	Some improvement in abilities may be required
Number Facility	6.3	10.1	4.8	<<	Extensive improvement in abilities may be required
Mathematical Reasoning	6.3	9.6	4.5	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common	Similarity of Focus Occupation to Associated Occupation: 54
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Focus Occupation: Farm Labor Contractors (45-1012)
Associated Occupation: Compensation and Benefits Managers (11-3041)

Work Activities	Exclusivity of Activity
Assign work to staff or employees	30
Direct and coordinate activities of workers or staff	3
Orient new employees	59

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common	Similarity of Focus Occupation to Associated Occupation: n/a
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Focus Occupation: Farm Labor Contractors (45-1012)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Tools and Technologies

Exclusivity

Tools and technology data is unavailable for one or both occupations.

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.